

Meeting Date; 2/8/2022

Meeting of; Madison County Fiscal Court

Meeting Type; Regularly Scheduled

HONORABLE REAGAN TAYLOR COUNTY JUDGE EXECUTIVE PRESIDING

The Madison County Fiscal Court convened in regular session on the 8th of February 2022 at 9:30AM in the Council Chambers' Courtroom in Berea, Ky. Present was the Honorable Reagan Taylor in the chair presiding and the following members of the Fiscal Court: Ben Robinson III, Roger Barger, John Tudor, and Tom Botkin were present. Madison County Attorney Jennie Haymond, Madison County Chief Deputy Tony Terry, Madison County Jailer Steve Tussey, and Madison County Clerk Kenny Barger were also present.

It being determined a quorum was present, the meeting was called to order.

Judge Taylor asked Pastor Chad Snellgrove of White Oak Pond Christian Church in Richmond to lead the court in prayer. Judge Taylor asked Magistrate Tom Botkin to lead the Pledge of Allegiance.

IN RE: Approval of Meeting Minutes 1-25-2022:

Motion by John Tudor seconded by Roger Barger to approve the minutes from the regularly called meeting on January 25, 2022.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Proclamation-FRYSC:

Judge Taylor proclaimed February 9th, 2022, as FRYSC Day and urged all citizens to honor the Madison County Family Resource and Youth Services Center for the services they provide to our students and families each day. Amy Carmichael, Family Resource Director of Kirksville Elementary School, expressed her appreciation of the proclamation and recognition. She stated that their job would not be as doable as it is without the support of the local agencies, individuals, and community partners within the County. They appreciate all the support they receive in taking care of the children and families in Madison County.

Ashley Taylor the Family Resource Director at Glenn Marshall Elementary and B. Michael Caudill Middle School, and Tracy McIntosh the Family Resource Director at Daniel Boone Elementary School and Boonesborough Elementary School where also present.

Sean Quinlan, the Youth Service Center Director at Madison Southern High School, re-emphasized what Ms. Carmichael said and stated that community helps the FRYSC help the kids. All the schools work together when a student transitions from elementary to middle school and middle school to high school to continue to help their students and families throughout their school career.

Magistrate Botkin expressed his thanks to the FRYSC for being there for the kids and families every day.

Magistrate Tudor also thanked the FRYSC for all they do. He was invited to Waco Elementary School and was able to witness all that was involved with the program. So many students would be left behind if it wasn't for this program.

IN RE: 1st Reading Ordinance 2022-01-Road Department Budget Amendment:

Glenna Smith, Treasurer, presented Resolution 2022-01—Road Department Budget Application for the court's approval. This Ordinance is requesting the Road Department budget be amended by \$109,000.00 for the US 21 bike route signage that was presented during the last court meeting.

Motion by Roger Barger seconded by Ben Robinson III to approve Resolution 2022-01—Road Department Budget Application.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

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Reagan Taylor – Yes

IN RE: Resolution 2022-15—Battlefield Golf Course Fee Schedule:

Gary Vanderoef, Battlefield Golf Club Director, presented Resolution 2022-15—Battlefield Golf Course Fee Schedule for the court's approval. This Resolution is for the Madison County Fiscal Court to adopt an updated Battlefield Golf Course Fee Schedule and supersedes Resolution 20-120.

Motion by Tom Botkin seconded by John Tudor to approve Resolution 2022-15—Battlefield Golf Course Fee Schedule.

Magistrate Botkin expressed his thanks to Vanderoef for his hard work in keeping the course in excellent shape and be able to get the course out of the red.

Magistrate Robinson also commended Vanderoef and his staff's work in getting the course in great shape. He has increased the rounds played at the course almost 30%, which is a testament to the condition of the course and his leadership.

Vanderoef stated that it's a team effort and thanked the Court for their support. He says there has been more people coming out to support the Golf Course both during and after Covid. Each year they have about 20 scrambles that benefits a lot of the schools, school teams, and other charities, which total around \$100,000 that goes back to the community.

Magistrate Barger expressed his appreciation to Vanderoef for the job he's done at the course.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Resolution 2022-16—Madison County Discretionary Funding:

Scott Shepherd, Road Department Supervisor, presented Resolution 2022-16—Madison County Discretionary Funding for the court's approval. This Resolution is adopting and approving the execution of a Memorandum of Agreement between the Madison County Fiscal Court and the Commonwealth of Kentucky, Transportation Cabinet, Department of Highways for the purpose of resurfacing various county roads in Madison County.

Motion by Roger Barger seconded by John Tudor to approve Resolution 2022-16—Madison County Discretionary Funding.

Magistrate Botkin explained the process of the Discretionary Funding. He stated that the court makes a request to the State for what roads need repairs, then the State goes out and evaluates the roads based on their criteria. Then they assign funds to certain roads that meets their criteria. The County may not get the funds from the State for all the roads on their list needing repairs since the State only has a certain amount of funds to distribute to all 120 counties.

Judge Taylor expressed his gratitude for the funds they received, which goes to the repair of Newby Road from Jigg Water on for 1.675 miles, Old Daniel Boone Rd, Cruse Ln, and Griggs Rd.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Resolution 2022-17—TSWDG Professional Services Agreement:

Bert Thomas, Planning and Building Codes Director, presented Resolution 2022-17—TSWDG Professional Services Agreement for the court's approval. This is a resolution to enter into a Professional Services Agreement between Madison County Fiscal Court and Taylor Siefker Williams Design Group, LLC.

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Motion by Tom Botkin seconded by Roger Barger to approve Resolution 2022-17—TSWDG Professional Services Agreement.

Magistrate Botkin stated that this Resolution is the second part of the Comprehensive Plan, which should take about 8-10 months to complete.

Thomas explained that the Comprehensive Plan has three parts, and this company is the same one they worked with during the first part, so they have a good relationship with them.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Employee Engagement Overview:

Morgan Elliston, Human Resources Coordinator, presented the results of the Employee Engagement survey, which had a 71% response rate. She explained that the purpose of implementing this survey was due to a couple different things; the cost of living and salaries has increased, Covid has changed the expectations that employees have of the workplace valuing more family time, the changes to the Kentucky Retirement System which made the retirement benefit not as good as it once was, the cost of hiring an employee, the turnover rate within all departments, and the length of time job postings have been up. Based on the survey questions, most employees are proud to work for Madison County Government, employees are the greatest asset and appreciate being asked for their feedback, and compensation, perks and benefits will drive recruitment and retainment initiatives.

Magistrate Botkin asked about the hiring process which involves a three-person committee; who is part of that committee? Elliston explained that it varies based on the department and the position. For lower-level positions, employees within that department will sit on the committee, and for upper-level positions, department heads and supervisors will be on the committee. The interviewees are then ranked by a score and the highest scored individual is offered the job. Once they accept the offer, they are then vetted with a background check and a drug and alcohol screening. He also suggested that they look at the age groups of the responses because someone closer to retirement may be more interested in the retirement benefits compared to someone who is just starting out.

Magistrate Robinson expressed his appreciation to the HR department and to the employees that participated in the survey. He stated that he would be interested in seeing the comments from the participants and would like to understand from the departments that had lower than average participation why that was. He also stated that looking at the numbers, there are 88 employees that are potentially a flight risk across all departments.

Judge Taylor explained that when an employee leaves, there is an indirect cost back to the county in retraining new employees to re-fill that position. Most of the problem with the recruitment and retaining is market driven. The public sector use to be able to offer a good retirement that would compensate for a lower wage because the reward would come at the end of their career. Now that change is causing the public sector to be more competitive against the private sector, and it is very difficult to try to compete with the private sector.

Magistrate Tudor stated that retaining and recruiting individuals is based a lot on monetary values and it is hard for county governments to come up to the same levels as private sectors, but the court needs to find ways to increase their compensation for employees.

Elliston also presented the court with an action plan. This plan consisted of updating the employee classification schedule to make market adjustments to the salary classification codes for all employees equal to \$2 per hour or the equivalent for 24-hour shift/overtime employees. They will continue to evaluate the survey results and look in to proposing some benefit package changes come the new fiscal year within the Administrative Code.

Glenna Smith, Treasurer, presented the cost breakdown of the Fiscal Court for the salary increase.

IN RE: Resolution 2022-18—Amend 2021-2022 Employee Classification Schedule:

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Morgan Elliston, Human Resources Coordinator, presented Resolution 2022-18—Amend 2021-2022 Employee Classification Schedule for the court's approval. This Resolution supersedes Resolution 2021-145 and is to become effective February 16, 2022.

Motion by John Tudor seconded by Tom Botkin to approve Resolution 2022-18—Amend 2021-2022 Employee Classification Schedule.

Magistrate Tudor stated that this Resolution is a step in the right direction.

Judge Taylor stated that the survey gives the court a good road map for what they need to work on, and they need to act on what they can as soon as possible.

Magistrate Botkin stated that he is glad they are able to do this pay increase and hopefully this will be part of the key that will help retain and recruit employees.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Personnel-Fire Department:

Tim Gray, Fire Chief, recommended the hiring of Thomas Pettit as a Part Time Firefighter at a rate of \$8/hour effective February 9, 2022.

Motion by Roger Barger seconded by Ben Robinson III to approve the hiring of Thomas Pettit as a Part Time Firefighter at a rate of \$8/hour effective February 9, 2022.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Personnel-Fire Department:

Tim Gray, Fire Chief, recommended the hiring of Cordell Marcum as a Part Time Firefighter at a rate of \$8/hour effective February 9, 2022.

Motion by Ben Robinson III seconded by Roger Barger to approve the hiring of Cordell Marcum as a Part Time Firefighter at a rate of \$8/hour effective February 9, 2022.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Personnel-Road Department:

Scott Shepherd, Road Department Supervisor, recommended the hiring of Kathy Coyle as the Road Department Office Assistant at a rate of \$14/hour effective February 22, 2022.

Motion by John Tudor seconded by Tom Botkin to approve the hiring of Kathy Coyle as the Road Department Office Assistant at a rate of \$14/hour effective February 22, 2022.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Personnel-Road Department:

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Scott Shepherd, Road Department Supervisor, recommended the hiring of David Tritschler as a Seasonal Snow Removal CDL Truck Driver at a rate of \$20/hour effective February 9, 2022.

Motion by Roger Barger seconded by Ben Robinson III to approve the hiring of David Tritschler as a Seasonal Snow Removal CDL Truck Driver at a rate of \$20/hour effective February 9, 2022.

Motion carried on roll call vote as follows:

Tom Botkin-Yes

Roger Barger-Yes

John Tudor- Yes

Ben Robinson III-Yes

Reagan Taylor – Yes

IN RE: Judge's Report:

- I would like to thank our County Fire Chief Tim Gray and his entire team for their hard work and dedication to serving the citizens of Madison County, especially during the recent ice/snowstorm. Whether it's fighting fires, emergency response, transporting essential workers, or helping colleagues, Chief Gray and his team are always willing to lend a helping hand to anyone that may need assistance. I appreciate Chief Gray's leadership in helping his team excel each and every day.
- Now Hiring - Madison County Government has multiple employment opportunities, including seasonal positions. Please visit our website at madisoncountky.us/jobs to view the positions currently available.
- If your family is considering adopting a pet, the Madison County Animal Shelter is a great place to find your new four-legged family member. Please visit our website at madisoncountky.us and click on the Animal Care tab for more details.
- Our road crews have been busy once again treating and clearing the roads to enable everyone to travel to their destinations. Please remember you can visit madisoncountky.us/roads to access our TRACKS program to see the progress our crews are making and when they may be in your area.
- The Madison County Courthouse and its related offices will be closed Monday, February 21st in observance of Presidents' Day. Offices will re-open at 8 AM on Tuesday, February 22nd.

Comments from Magistrates:

Magistrate Robinson wanted to thank the participants that took the survey, stating that it's nice to have data when making decisions. Also thanked those on the Road Department and Sheriff's Department, as well as those in the Jail for their help during the past snow events. He believes the pay increase is a good first step in the attraction of new employees as well as retaining existing employees, but there are opportunities to do other things in the future.

Magistrate Barger commended Scott Shepherd on the great job he has done organizing the guys during the snow events. The TRACK system is definitely working for the snow events in order to know what needs to be done and what has been done. Because of this, the roads are being cleared quicker and more efficiently than they have ever been.

Magistrate Tudor stated he was pleased to be able to get some Discretionary Funds allotted to the 3rd District, which is about \$64,000 for Griggs Rd and Cruse Ln. They are working on patching some holes in areas, which will be temporary until the weather breaks and they are able to get some hot patch and hot blacktop to make permanent patching. He thanked Rebecca Maupin for inviting him to Waco Elementary School to visit their Family Resource Center there. He appreciates what they do for the children of Madison County.

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Magistrate Botkin recognized the Road Department and the great job they have done during the past snow events, as well as the State Road Department. He also spoke of their Magistrates Conference meeting in Lexington last week, and about one of the issues that they are working on is the problem with internet access within the County. There are several Department Heads within the County that are members of a Broadband team that are working to find a solution. The Magistrates and Judge Taylor will be going to Frankfort on Wednesday for Legislative Day and if anyone has a concern or comment that they would like them to take to their representative, let your magistrate know. It is also that time of the year to start putting together a list of the roads within the county that need blacktopped or repaired. If there is a road anyone is concerned about, let him know. Shepherd and Botkin will meet next week to start going through the list of roads and the worst roads will get fixed first. Also, as a liaison for the Madison County Airport Board, Botkin stated that the Airport is looking for a Hummer if anyone has one that they would like to donate to them.

Comments from Department Heads:

No comments from the Department Heads.

Comments from the Audience:

No comments from the Audience.

IN RE: Pay Claims and Approve Transfers:

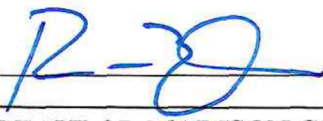
Motion made by John Tudor seconded by Ben Robinson III to approve to pay claims and transfers.

ANNOUNCE NEXT COURT DATE:

Judge Taylor announced the next court date for February 22, 2022, in Berea at 9:30AM.

IN RE: ADJOURNMENT

Motion from Roger Barger to adjourn, seconded by Ben Robinson III. Hearing no objection, the meeting adjourned at 11:13am.



REAGAN TAYLOR MADISON CO. JUDGE/EXECUTIVE